



Customized Training Assistance for Job Creation and Job Retention

Missouri Job Development Fund

Fiscal Year 2006 Annual Report



Executive Summary

The Missouri Job Development Fund is the Department of Economic Development's funding source for the Missouri Customized Training Program and it provides assistance to eligible businesses to train workers.

The Missouri Job Development Fund is an essential tool in the State's efforts to attract and maintain viable industries while preparing Missouri's current workforce for the economic challenges of the global marketplace. Today's global economy requires Missouri's workforce to have technical knowledge, as well as applicable soft skills, to be successful and stay competitive. The constantly changing and increasingly sophisticated technology of today's workplace requires specialized training for businesses to meet the challenges of finding and maintaining workers with adequate skills. The Missouri Job Development Fund assists businesses by providing funding to enhance the skill level of Missouri's workers.

The Department of Economic Development and the Department of Elementary and Secondary Education cooperatively administer the Missouri Customized Training Program. Both agencies utilize their respective funds to maximize the State's available training resources. *This report reflects the customized training assistance funded directly by the Department of Economic Development for Fiscal Year 2006.*

Missouri

Customized Training Program

Missouri Customized Training Program



Missouri Customized Training Program

The Missouri Customized Training Program assists companies with training Missouri workers to meet the increased demands of technology, quality, and productivity which are required in today's global economy. The Missouri Customized Training Program is jointly administered by the Division of Workforce Development, which is a division within the Department of Economic Development and the Division of Career Education, which is located within the Department of Elementary and Secondary Education. Together, the two agencies coordinate awards of training funds, in an effort to maximize available State dollars. These training funds assist participating Missouri companies, by offsetting some of the high costs associated with training their workforce.

Tacony Manufacturing Human Resource Director, Nancy Montgomery, notes the following benefits: "The Missouri Customized Training Program assisted us with a training program to meet our company goals for quality. During the 2006 Fiscal Year, we nearly doubled our assembly workforce. Typically such a dramatic increase in assembly personnel will result in a period of decreased output and increased errors, as new employees learn new processes and adjustments are made in employee workloads. With the training assistance we received, we were able to grow our workforce, while maintaining our quality standards."



Missouri

Job Development Fund

Missouri Job Development Fund

The Missouri Job Development Fund is the funding source for the Department of Economic Development's portion of the Customized Training Program. While the program has experienced a reduction in funding in previous years, it continues to be an essential tool in meeting the need for specialized industry training with a focused goal of keeping Missouri's workforce competitive.

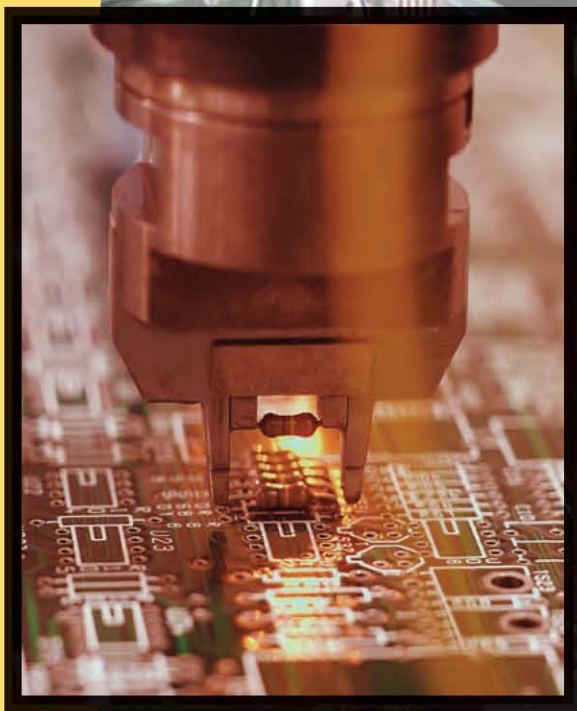
As a part of economic development, the program's focus includes job creation and retention, capital investment, and wage rates – all of which are key to qualifying for assistance. The funding also targets specific industries including advanced manufacturing and biotechnology.

In Fiscal Year 2006, **188 companies** and **4 training consortiums** received funding assistance to train **801 workers in new jobs** and retrain **18,265 current workers** at an **average wage of \$18.99**. Additionally, Missouri companies receiving customized training assistance in Fiscal Year 2006 reported **\$1,528,484,728 in capital investment** at their facilities.

Since the program's inception in 1987, the Missouri Job Development Fund has assisted **3,301** Missouri companies to train 365,696 Missouri workers.

Mary Jo Diamond, of Schaefer's Electrical Enclosures reports a 20% productivity improvement as a result of training funded in part by the Missouri Customized Training Program. "With this training assistance, much needed improvements were put into place, which improved productivity and morale. This training has been a giant step toward the company learning to value education and training."

Eligibility



Eligibility

Companies located in Missouri that employ Missouri residents as full-time, regular company employees may qualify if they are:

1. **Creating New Jobs:** A company may be eligible as new or expanding if it is increasing its employment level above the peak workforce number of the past year.
2. **Making Capital Investment:** A company may be eligible to retrain existing workers if the training is a result of a recent substantial capital investment.

Industries should be a traded company, providing goods and services outside the region

Additional criteria such as type of industry, type of occupation, wage rate, and economic impact on a community also determine a company's eligibility. Funds are approved for individual projects or a consortium of companies.

Training



Training

The Missouri Customized Training Program is designed to assist eligible companies with training customized to meet their specific needs as they look to increase productivity, increase quality, introduce new technology, or add new product.

The type of training ranges from technical and quality focused, to the soft skills which are needed to meet that company's specific skill gaps. Assistance is available for a variety of training costs, including instructional salaries, curriculum development, and training materials.

The "classroom" may consist of traditional tables and chairs, a production setting, or any other training location conducive to accomplishing the training. Missouri's Local Educational Agencies, such as area career schools or community colleges, can help companies evaluate their particular training needs.

Companies have several options for achieving their workforce training goals. The Local Educational Agency is one of several resources for providing instruction, curriculum development, or training materials. Training provided by the individual company or a private vendor may also be utilized.

Classroom Skill Training is available for eligible companies training new or existing workers.

Statistics

Fiscal Year
2006

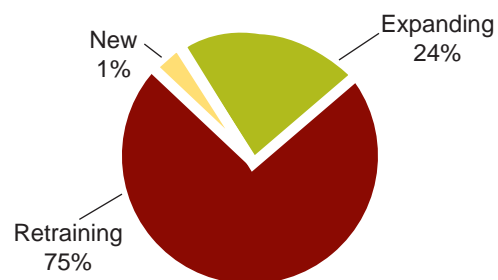
MJDF Appropriation

\$7.5 Million

Number of training projects reviewed	341
Number of companies funded through MJDF	188
Number of training consortiums funded	4
Average amount funded through MJDF by project.....	\$39,893
Number of participating trainees	19,066
Average statewide trainee wage.....	\$18.99

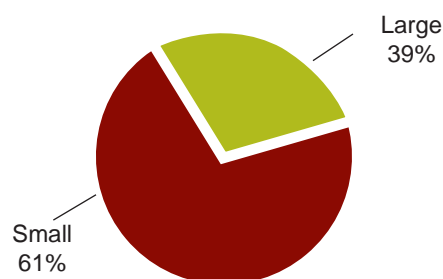
Number of Companies Funded by Type

New	1
Retraining	142
Expanding	45
Total	188



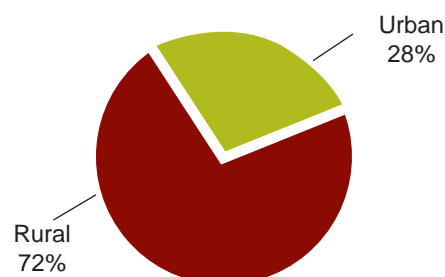
Number of Companies Funded by Type

Small (under 500 employees)	115
Large (over 500 employees)	73
Total	188



Number of Companies Funded by Type

Rural (Outstate Missouri)	135
Urban (Kansas City & St. Louis)	53
Total	188



Statistics

MJDF Appropriation \$8.3 Million

Number of training projects reviewed	359
Number of companies funded through MJDF	183
Number of training consortiums funded	2
Average amount funded through MJDF by project.....	\$44,864
Number of participating trainees	29,859
Average statewide trainee wage.....	\$19.75

*Fiscal Year
2005*

MJDF Appropriation \$8.5 Million

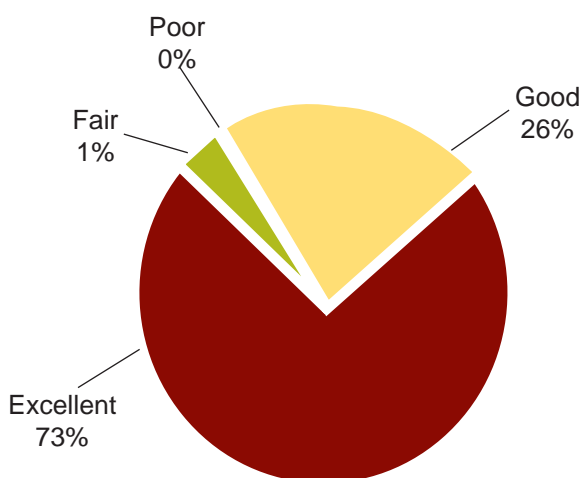
Number of training projects reviewed	329
Number of companies funded through MJDF	164
Number of training consortiums funded	6
Average amount funded through MJDF by project.....	\$47,120
Number of participating trainees	25,975
Average statewide trainee wage.....	\$19.04

*Fiscal Year
2004*

Customer Satisfaction

The Division of Workforce Development is committed to customer satisfaction. Our program strives to be responsive to customer input. Companies are surveyed on an annual basis to learn what is working, as well as areas which may need improvement. Our surveys have consistently shown a high level of customer satisfaction. They also serve as a source of information regarding company training

Fiscal Year 2006 Overall Program Satisfaction



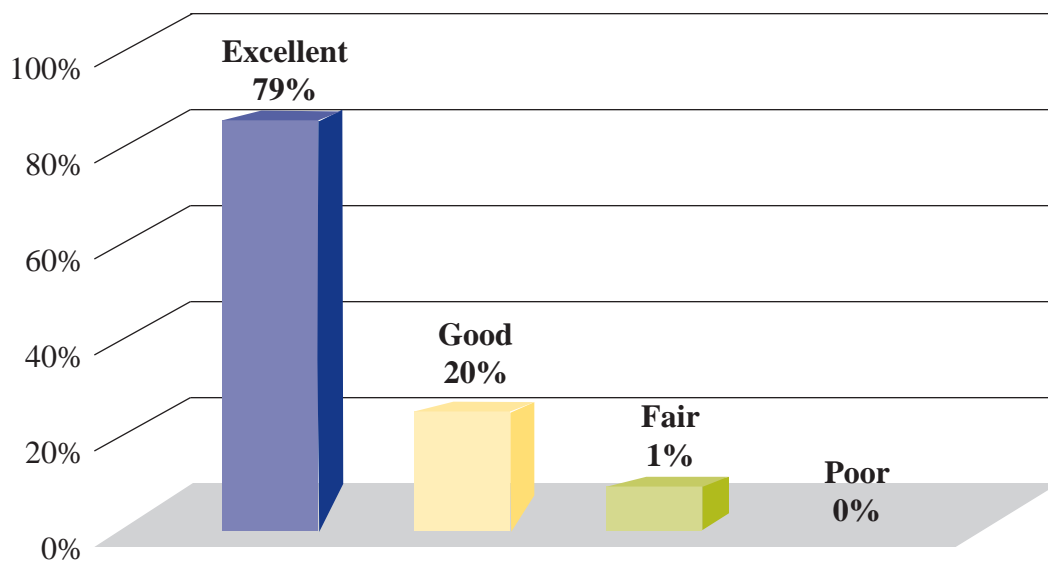
Top Training Needs as Reported in Fiscal Year 2006 Survey

(Note: Companies could select as many as applicable – results based on raw tallies)

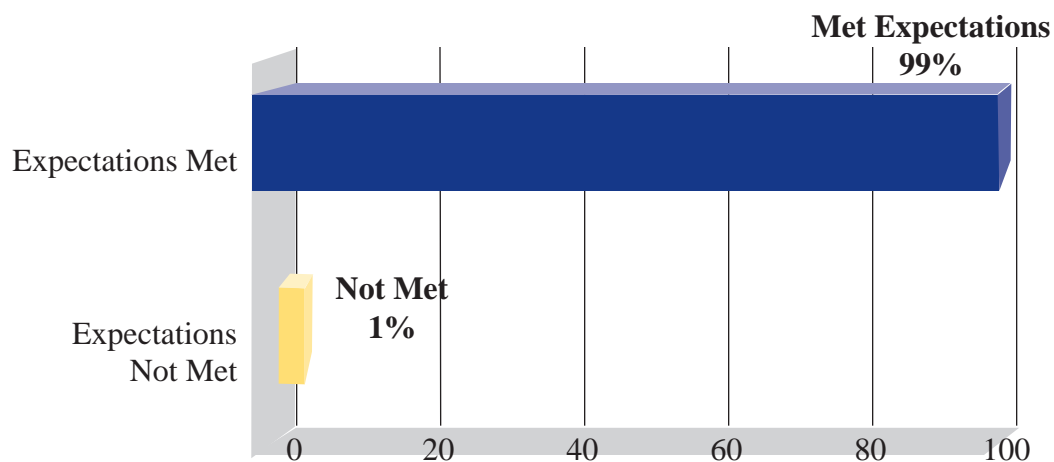
- | | |
|---|--|
| 1. Improve Productivity | 7. Receive a quality rating (ISO, QS, Six Sigma) |
| 2. Improve Quality | 8. Decrease downtime |
| 3. Introduction of new technology/equipment | 9. Company expansion or start-up |
| 4. Introduction of new product/process | 10. Decrease employee turnover |
| 5. Improve worker attitude | 11. Other |
| 6. Reduce Scrap | |

Customer Satisfaction

Overall Satisfaction with Local Training Coordinators

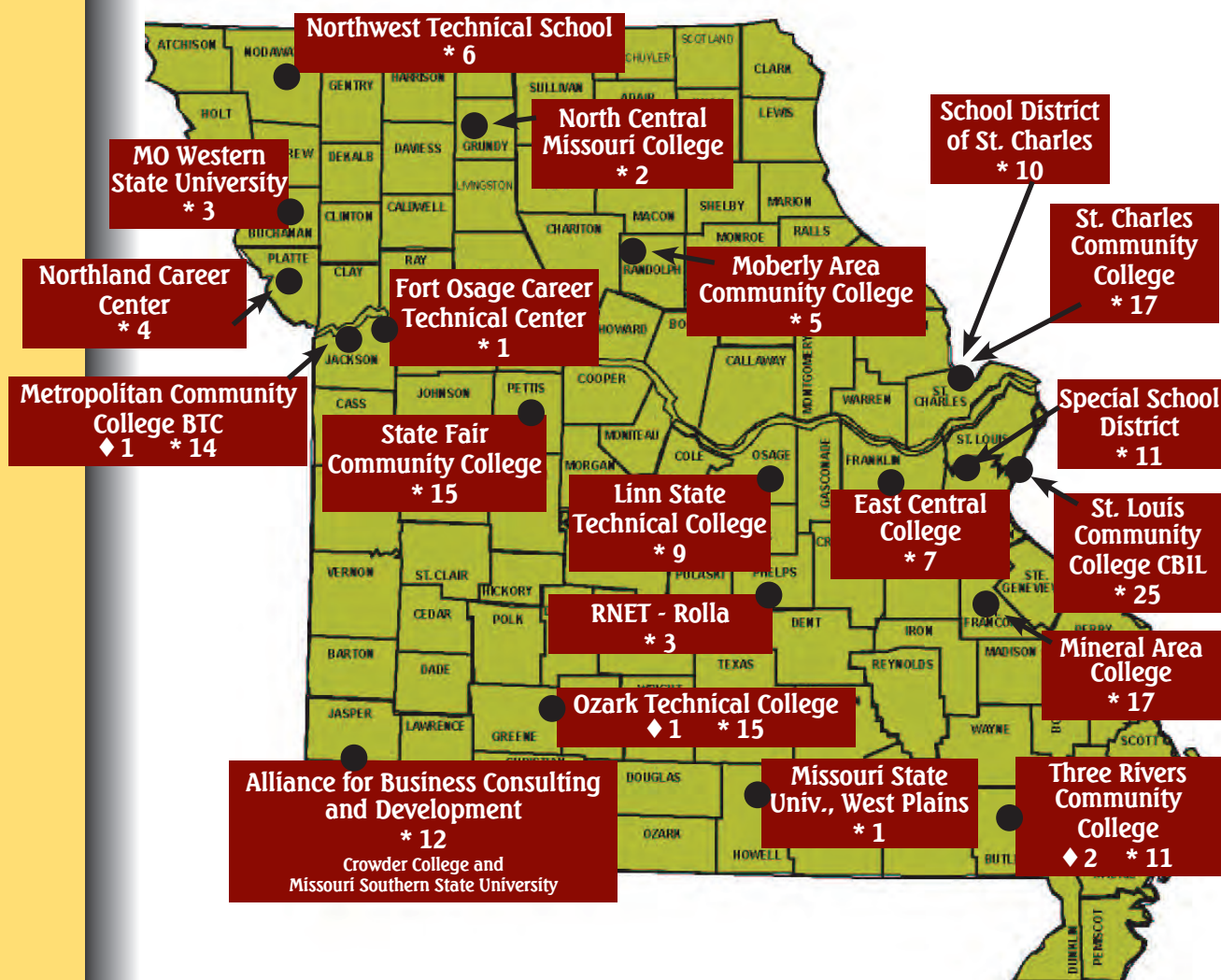


Training Satisfaction



Local Service Providers

DWD Funded Missouri Customized Training Projects by FY' 06 Participating Local Education Agency (LEA)



♦ = Training Consortium Projects

* = Company Projects

Local Service Providers

Training projects for Missouri companies are operated locally by a community college or area career school. Missouri's educational system allows companies close proximity to training resources and a local contact with a real interest in that area's workforce.

Missouri has fifty-seven area career schools, twelve community colleges, one state technical college and three four-year colleges who qualify as Local Education Agencies (LEAs) and can locally administer the Missouri Customized Training Program.

In addition to local administration of the program, many of these educational institutions are equipped to provide a variety of specialized training to meet the demands of today's constantly changing business environment.

In 1998, the Missouri Job Development Fund provided training assistance to companies paying a statewide average wage of \$13.45 per hour.

In 2006, the statewide average wage of companies receiving assistance through the Missouri Job Development Fund had grown to \$18.99 per hour, an increase of \$5.50.

Project Coordinators

Nancy Kenney

Alliance for Business Consulting
& Development
Webb City, Missouri
417/673-9301

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Boonslick Technical Education Center
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Brookfield Area Career Center
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George Eiserer

Carrollton Area Career Center
Carrollton, Missouri
660/542-0000

Richard Wells

Clinton Technical School
Clinton, Missouri
660/885-6101

Arden Boyer-Stephens

Columbia Area Career Center
Columbia, Missouri
573/214-3800

Alex Kyser

Dallas County Career Center
Louisburg, Missouri
471/752-3491

Pat Nowlin

Davis H. Hart AVTS
Mexico, Missouri
573/581-5684

Don Bertram

East Central College
Union, Missouri
636/583-5195

Donald Roberts

Excelsior Springs Area Career Center
Excelsior Springs, Missouri
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Fort Osage Career & Technical Center
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Washington, Missouri
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Project Coordinators

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Linn, Missouri
573/897-5257

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Macon AVTS
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MCC Business & Technology College
Kansas City, Missouri
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Park Hills, Missouri
573/518-2127

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Missouri State University
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Northland Career Center
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Lori Tally

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Phil Davis

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Jerry Cox

Pike/Lincoln Technical Center
Eolia, Missouri
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Project Coordinators

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Don Robison

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St. Louis, Missouri
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Greg Nolting

Saline County Career Center
Marshall, Missouri
660/886-6958

Cheryl Graber

School District of St. Charles
St. Charles, Missouri
636/443-4020

Rodney Wood

South Central Career Center
West Plains, Missouri
417/256-8883

Jeff Ferguson

Special School District
Sunset Hills, Missouri
314/989-7580

Brenda Bryan

State Fair Community College
Sedalia, Missouri
660/596-7350

Bud Joyner

Three Rivers Community College
Poplar Bluff, Missouri
573/840-9689

Dan Gordon

Warrensburg Area Career Center
Warrensburg, Missouri
660/747-2283

Participating Businesses

3M*Springfield***ABB, Inc.***St. Louis***ABC Labs***Columbia***ABM Manufacturing***Sedalia***Ace Manufacturing***Sullivan***Alcan Packaging, Inc.***Joplin***American Foodservice***Lee's Summit***American Italian Pasta Company***Excelsior Springs***Anheuser-Busch, Inc.***St. Louis***ArvinMeritor***Dexter***Automark Marking Systems***Earth City***Banta Publications Group***Liberty***Beehler Corporation***Mountain Grove***Big River Telephone***Cape Girardeau***Billy Goat Industries***Lee's Summit***Bodine Aluminum, Inc.***Troy***Boeing Integrated Defense Systems***St. Louis***Bomag Paving Products***Warrensburg***Brenner Tool & Machine***Blackwell***Brewer's Ice***Eminence***Briggs & Stratton***Poplar Bluff***Brunson Instruments Company***Kansas City***Buckhorn Rubber Products***Hannibal***Buzzi Unicem***Cape Girardeau***CD & M Electronics***St. Charles***Centene Corporation***Farmington***Centocor Biologics, LLC***St. Louis***Central Detroit Diesel-Allison, Inc.***Liberty***Cliffstar Corporation***Joplin***Command Web-Missouri***Jefferson City***Computerized Medical Systems***St. Louis***Copeland Corporation***Ava*

Participating Businesses

Corbitt Manufacturing Company
St. Charles

Cott Beverage USA
Sikeston

Crane Merchandising Systems
Bridgeton

Cutting Edge Optronics, Inc.
St. Charles

Daffron & Associates, Inc.
Bowling Green

DaimlerChrysler Corporation
North Plant, Fenton

Dana Corporation
Manchester

Datapage/Data2
St. Charles

DeLong's Inc.
Jefferson City

Delta Companies, Inc.
Cape Girardeau

Dexter Axle
Carrollton

Duke Manufacturing
Sedalia

Dura Automotive
Hannibal

Edmond Dental Prosthetics, Inc.
Springfield

EFCO Corporation
Monett

Elite Tool & Machinery Systems
O'Fallon

Eminence Manufacturing, Inc.
Eminence

Energizer Battery Manufacturing
Maryville

EnerSys, Inc.
Warrensburg

Exel, Inc.
Moberly

Filtronetics, Inc.
Kansas City

Ford Motor Company
Claycomo

Gamma HealthCare, Inc.
Poplar Bluff

Gardner Denver
Sedalia

Gates Corporation
Versailles

GDX Automotive
New Haven

General Mills
Hannibal

General Mills Bakeries & Food Service
Joplin

GlaxoSmithKline
St. Louis

Graham Packaging Company
Joplin

Gray Automotive Products Company
St. Joseph

GSI Engine Management Group
St. Louis

Participating Businesses

HAVCO Wood Products

Scott City

Hodges Badge Company

Washington

Holden Industries, Inc.

Southwest City

Home Products International

Louisiana

Honeywell Aircraft Landing Systems

Kansas City

HTool & Manufacturing Company

St. Peters

Hubbell-Killark Electric Products

St. Louis

Husky Corporation

Pacific

Hydro Aluminum North America

Monett

INDEECO

Boonville

Integram-St. Louis Seating

Pacific

Intier Automotive, Inc.

Excelsior Springs

Jackson Machine & Manufacturing

Jackson

Jahabow Industries, Inc.

Owensville

Jarden Plastic Solutions

Springfield

Kansas City Star

Kansas City

Kawasaki Motors

Manufacturing Corporation

Maryville

KCI, Inc.

Kansas City

Keiper, LLC

Eldon

Kemco Manufacturing Company

St. Louis

King Innovation

St. Charles

Kraft Foods, Inc.

Springfield

Labconco Corporation

Kansas City

**Landmark Manufacturing
Corporation**

Gallatin

La-Z-Boy Midwest

Neosho

Lear Corporation

Bridgeton, Liberty, Wentzville

Leggett & Platt Branch One

Carthage

Leonard's Metal, Inc.

St. Charles

Lifeline Foods, LLC

St. Joseph

LMP Steel & Wire

Maryville

Lost Creek Engineering

Seneca

Participating Businesses

Marquette Tool & Die Company
St. Louis

Matrix Packaging
Jefferson City

MEMC Electronic Materials
St. Peters

Midcoast Aviation, Inc.
St. Louis

Midwest Data Center
Rock Port

Midwest Metalcraft
Windsor

Milbank Manufacturing Company
Kansas City

Modine Manufacturing Company
*Camdenton, Jefferson City,
Joplin, Trenton*

Monett Metals, Inc.
Monett

MOST, Inc.
Troy

**National Starch & Chemical
Company**
Kansas City

Natoli Engineering Company, Inc.
St. Charles

Nestle Purina PetCare Company
St. Joseph

New Florence Wood Products
New Florence

Newberry Group
St. Charles

Nike IHM, Inc.
St. Charles

Noranda Aluminum Company
New Madrid

Nordenia USA
Cape Girardeau

NorthStar Battery Company
Springfield

O'Brien Corporation
St. Louis

O'Fallon Casting
O'Fallon

Ole Hickory Pits
Cape Girardeau

Ovid Bell Press
Fulton

Parker Hannifin
Kennett

Patriot Machine, Inc.
St. Charles

Paul Mueller Company
Springfield

Paulo Products Company
St. Louis

Pavestone
Scott City

PepsiAmericas, Inc.
St. Louis

Plaze, Inc.
St. Clair

PM Resources, Inc.
Bridgeton

Participating Businesses

Polster Tool Engineering
St. Louis
Positronic Industries, Inc.
Springfield
Premier Turbines
Neosho
Procter & Gamble Corporation
Jackson
Publishing Enterprises, Inc.
Sedalia
Quaker Oats Company
Columbia
Quality Custom Molding
Linn
Reardon Machine Company, Inc.
St. Joseph
Reckitt Benckiser
Springfield, St. Peters
Regal Beloit-Electric Motors Group
Lebanon
Regal Beloit-GE Motors
Springfield
Regal Beloit-Marathon Electric
West Plains
Ridewell Corporation
Springfield
Rural Sourcing, Inc.
Rock Port
S & W Cabinets
Chaffee
Sabreliner
Perryville
Schaefer's Electrical Enclosures
Advance
Shapiro Sales Company
St. Louis
Shillington Box Company
St. Louis
Sigma-Aldrich Corporation
St. Louis
Sikeston Pepsi MidAmerica
Sikeston
Southwestern Bell Telephone
St. Louis
Spartan Light Metal Products
Mexico
Spartech Plastics
Cape Girardeau
Sunnen Products Company
Maplewood
Taber's Products, Inc.
Henrietta
Tacony Manufacturing
St. James
Tech Manufacturing
Wright City
Technology & Networking, Inc.
Scott City
Tetra Pak Materials
Sikeston
TG Missouri Corporation
Perryville
Thayer Aerospace
St. Louis

Participating Businesses

Thunder Aviation
Chesterfield

Titan Plastics
Poplar Bluff

Tool Specialties Company
Hazelwood

Trane Corporation
Fenton

TransChemical, Inc.
St. Louis

Trinity Products, Inc.
O'Fallon

Tuthill Vacuum Systems
Springfield

Unilever USA
Jefferson City

United States Tape & Label
St. Louis

Universal Galvanizing, Inc.
St. Peters

Vi-Jon Laboratories
St. Louis

Von Hoffman Corporation
Jefferson City

VSM Abrasives Corporation
O'Fallon

Wainwright Industries, Inc.
St. Peters

Waterloo Industries
Sedalia

Watlow Electric Manufacturing Company
St. Louis

Watts Radiant, Inc.
Springfield

Willerding Metal Fabrication
O'Fallon

Wire Rope Corporation
Sedalia

Woodbridge Corporation
Riverside, St. Peters

Wren Associates
Jefferson City

York Engineered Systems Airside Products
Albany

Ziglin Graphics & Sign, Inc.
Washington

Consortiums:

Bootheel Regional Training Group

East Jackson County Consortium

Poplar Bluff Training Group

SRC Training Consortium

Information

Contact your local Project Coordinator or the Industry Training Unit at the Division of Workforce Development for more information on the Customized Training Program.

Missouri Customized Training Program

Department of Economic Development

Division of Workforce Development

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